

Classification: Economist - Advanced

Working Title: Forest Economist

Location: Rhinelander or Madison

POSITION SUMMARY: Under general supervision by the Forest Economics and Ecology Section Chief, the Forest Economist conducts complex economic analyses and evaluation, develops economic policies and training, manages partnerships, and with the Forest Socio-Economist coordinates the statewide Forest Economics program for the Division of Forestry. This position focuses on program analysis and communicating to both technical and non-technical audiences. This position routinely shares economic data, forecasts and model outputs so they can be used in decision-making for forestry issues statewide, including both State and County lands. This position provides extensive support to the Forest Products sector, which is a \$20 billion industry statewide.

The Forest Economist is the technical expert for the Division in forest economics, setting the pace for the Division through leadership, innovation, adaptation, best practices, and transfer of knowledge. The Forest Economist is a key internal and external consultant for staff, leadership, inter-divisional teams, and partner groups. This position maintains cutting-edge knowledge and expertise by staying abreast of current research and maintaining an effective professional network. The customer base for this position is 450-500 Division staff, including three central office bureaus and three districts, as well as colleagues throughout the Department, other governmental agencies, and key partner groups, including Wisconsin Council on Forestry.

LOCATION, GEOGRAPHIC SCOPE, & TRAVEL REQUIREMENTS: This position is located in either the Division of Forestry Headquarters in Rhinelander or the DNR Central Office in Madison with responsibilities statewide. Travel within the state is required.

SCOPE OF AUTHORITY: This position works under the general supervision of the Forest Economics & Ecology Section Chief within the Bureau of Applied Forestry.

GOALS AND ACTIVITIES:

A. 40% Economic Analyses of Forestry Issues

A1. Conduct complex economic analyses of a wide range of forestry-related issues, such as evaluating the economic impacts of forest fragmentation or forest management practices, assessing the economic contribution of Wisconsin's forest products industry, or conducting cost-benefit analyses of Division programs.

A2. Design effective analytic, mathematical and statistical approaches for understanding economic behavior and patterns. Research new methodologies, as needed.

A3. Conduct valuation analyses of forest resource inputs and outputs.

A4. Assist Division of Forestry staff with analysis of current forest products market conditions and prices and likely near- and long-term market trends.

A5. Provide analysis of internal and external research studies and economic arguments presented by stakeholders and contractors and make recommendations on the relevance of the research and its conclusions.

A6. Examine economic problems and questions related to the activity of forest-based industries, economic sectors and forest management systems. Determine appropriate research needed to collect relevant data.

B. 25% Policy Analysis and Development

B1. Evaluate the economic implications of proposed and new legislation and regulations (local, state and, federal) that impact Division programs, forest industry, woodland owners, and forest resources. Provide expert consultation to program managers, senior division leadership and external stakeholders for decision-making purposes and resource allocation.

B2. Assist with the development of legislation, rules, issue briefs, budget initiatives, or guidelines. Provide responses to legislative inquiries and letters to the Secretary.

B3. Prepare and present reports and issue briefs that provide counsel to division leadership for program direction and assist with problem solving.

B4. Assist in answering economic-related questions that arise during the development of plans, policies, services, and regulations.

B5. Evaluate and develop strategies for enhancing the economic contribution of forest-based commodities, amenities, ecosystem services, and related employment.

B6. Model future economic impacts of forest policy and management decisions.

C. 20% Training and Outreach Education

C1. Organize data, including tables and charts, into report formats that clearly present economic and statistical concepts in a meaningful manner understandable to internal and external stakeholders, other staff, and senior managers who may not have a background in economics.

C2. Determine what information and skills customers and staff need to be successful. Collaborate with learning/training professionals to develop training sessions and provide instruction.

C3. Regularly prepare and deliver forest economic presentations at local, national, and international professional meetings, conferences, and symposia.

C4. Expand public outreach within forest industry to disseminate information related to forest economic, markets, issues, policies and analyses.

C5. Participate in economic and natural resources conferences and technical workshops to maintain and expand knowledge.

D. 15% Partnerships and Outreach with Internal and External Stakeholder Groups

- D1. Represent the Division of Forestry on internal and external teams, committees, and task forces as directed and provide expert consultation.
- D2. Establish and maintain working relationships with researchers and staff from other government departments and agencies, academia, industry, and associations.
- D3. Develop and maintain effective working partnerships with regional partners.

KNOWLEDGE, SKILLS, AND ABILITIES:

Upon Appointment

1. Extensive knowledge of economic principles, theories and practices preferably with an emphasis on natural resources issues and management. PhD or Master of Economics preferred.
2. Extensive knowledge and skill related to statistics and mathematics.
3. Extensive knowledge of economic research methodologies and modeling techniques and their applications in natural resources management.
4. Working knowledge of project management principles (objective setting, sequencing and timing of tasks, progress monitoring).
5. Knowledge and skill in the use of Microsoft Office products.
6. Knowledge and skill in the use of economic and statistical software and data tools, such as SAS, SPSS, R, and IMPLAN.
7. Knowledge and skill related to geographic information systems (GIS) and spatial analysis.
8. Ability to work independently.

Full Performance

9. Advanced knowledge of economic principles underlying the use of natural resources and their application in the examination of environmental issues and natural resources.
10. Extensive skill in performing complex analysis of economic data for the purpose of informing policy or management decisions.
11. Applied project management skills (objective setting, sequencing and timing of tasks, progress monitoring and course correction, project reporting, etc.)
12. Understanding of valuation of ecosystem services.
13. Skill in evaluating economic implications of legislation or regulations.
14. Excellent communication skills with ability to present findings, both orally and in writing, in a clear, concise manner.

PHYSICAL REQUIREMENTS AND ENVIRONMENT FACTORS: Physical requirements include talking in front of groups, sitting for long periods of time, lifting and carrying 5 to 30 lb. Environmental factors include working indoors in an office setting and independently traveling to offices around the state.

EQUIPMENT USED: Computers, projectors, fax machine, copy machine, and telephone.

PD Addendum of WI DNR Competencies

Service Excellence for Customers & Partners

- Make excellent customer/partner service a top priority and actively seek to improve it.
- Work to identify and understand the needs of others and strive to create the most value for them, focusing on their satisfaction.
- Responsive to changes in customer/partner goals, deliver on promises, follow-up appropriately thus service delivery is marked by fairness, integrity, high ethical standards and the utmost respect for others in order to generate trust as an outcome.
- Actively seeks to achieve results that best strike the balance with the Division's service role and regulatory authority with the customer/partner goals.

Effective & Fair Decision Making

- Analyze situations fully and accurately to reach productive, and where appropriate, uniform decisions. Consult appropriate parties/stakeholders as necessary and identify the key concerns and/or issues that need to be addressed in order to make the best decision possible.
- Discern the pertinent facts and develop clearly based objective criteria.
- Make timely, well-reasoned decisions by integrating information and perspectives appropriately.
- Evaluate the immediate and longer-term consequences of decisions.
- Use sound professional judgment in their analyses and decisions.

Effective Communication

- Express ideas in a clear, concise, and effective manner, both orally and in writing.
- Ability to present, facilitate and instruct as part of outreach and partner activities.
- Use correct grammar and sentence structure in communications.
- Strong listening skills, particularly when different viewpoints are expressed.
- Openly share information, transparent and keep all concerned parties informed.

Interpersonal Relationships & Partnership Building

- Build and effectively utilize relationships and influence networks to achieve goals.
- Share knowledge and build trust with colleagues, managers and external partners.
- Tactful when dealing with sensitive issues and personalities.
- Exercise social intelligence: have a high level of self-awareness, are aware of impact on others.
- Work through complex situations effectively, diplomatically and with sensitivity without losing credibility or trust.
- Recognize sensitive information and exercise discretion.
- Approach professional conflicts in a constructive manner. Refrain from personal attacks and excessive emotions.

- Demonstrate sound judgment under pressure and retain focus on desired business outcomes in difficult conditions.
- Proactive in addressing problems.
- Exemplify the commitment to the DNR's core value of respect- to work with people, to understand each other's views and to carry out the public will; maintain integrity and treat everyone with fairness, compassion, and dignity.

Demonstrates Leadership

- Provide direction, support and encouragement amongst their team colleagues and partners.
- Hold up high standards of excellence towards the accomplishment of desired outcomes and objectives.
- Inspire confidence and respect which is motivating for others, builds positivity, keep the team cohesive and partners confidently engaged.